



CNA School & Full-Time Job

Start a Rewarding Career Helping Others
with FREE CNA School and a Guaranteed Job

Jumpstart Your Career as a Caregiver with Free CNA (Certified Nursing Assistant) Training and a Guaranteed Job!

The Tribute CNA School offers free training to obtain your CNA license and the security of a full-time, salaried position as a Tribute Caregiver upon graduation. This is a unique opportunity to embark on a rewarding healthcare career that will lift spirits and positively impact the lives of seniors in your local community.

Free CNA Certification School

CNA schools charge thousands of dollars for a certification program. Tribute offers the same program for FREE. Our nurses will guide you through a 4-week course, preparing you with the skills needed to pass the state license exam.

Guaranteed Salaried Job

Start work right after graduation as a full-time salaried CNA Caregiver with Tribute. You'll join a remarkable team with a full-time salary, benefits, 401(k), and paid time off. With Tribute's top-of-market compensation, you'll have the financial security to support your family.

The Most Rewarding Job

Each day on the job will provide an opportunity to make a positive impact on someone's life. Your love, care, and companionship will be valued not only by your clients but also by your teammates.

A Best Place to Work

Caregivers often describe Tribute as a second family. We prioritize your happiness, and we celebrate your hard work. You'll have a dedicated support team and a career development plan designed to help you launch a remarkable CNA career and thrive as part of the Tribute family.

Fact Sheet: April 2024 Class

The Tribute CNA School in Baltimore will train you to become a licensed CNA Caregiver and provide you with a full-time salaried Caregiver job at Tribute Home Care. You'll be providing home care assistance for seniors in the Baltimore area and building relationships that will lift their spirits and transform their lives.

The Spring 2024 CNA class starts April 22 and will run for for 4 weeks. Classes will be held at Tribute's office at **3501 Clipper Road, in Baltimore**. Clinicals will be onsite at Pickersgill Retirement Community, at 615 Chestnut Ave in Baltimore. All training is in-person.

Enrollment in this program is limited to ensure personalized attention for each participant. Those who are accepted will receive the individualized support required to help you pass the state CNA exam and thrive as a remarkable Caregiver.

> State Certification

The CNA license you receive upon successful completion of the training is certified by the **Maryland Board of Nursing**.

> Free CNA School

All costs for the training program and the state exam are covered by Tribute. There is no cost to you. In return, you agree to work as a Tribute Caregiver for at least one year after receiving your certification.

> Spring 2024 School Dates

Classes are Monday to Friday from Apr 22 to May 17, 2024. Class times will vary, but your availability will be required most days from 7 am to 5 pm.

The training period from Apr 22 to May 17 is unpaid. Your full-time salary will start at the completion of the training program.

> School Location

Tribute Home Care
3501 Clipper Road, Baltimore, MD

Some sessions will be held at the Pickersgill Retirement Community located at 615 Chestnut Ave in Baltimore, MD.

> Salary & Benefits

Your full-time salary, health benefits, 401(k) retirement program (with company match), and paid time off will begin when training is complete and you pass the state license exam.

You'll be eligible to be placed with a client at that time. Your recruiting team will review all the details with you.

Tribute Secure: Receive Guaranteed Pay Every Week

When you graduate from Tribute's CNA School, you'll immediately be guaranteed 30 or 40 hours of pay per week through the Tribute Secure program. We've eliminated the financial uncertainty associated with home care work, where your hours can decrease based on client demand. You'll get the same pay every week, plus benefits including health, dental, and vision insurance, and other benefits.

Flexible Program Options

We have two options available. Chose the number of work days that's best for you:

Program Option	Days of Work a Week	Hours You're Available to Work	Guaranteed Hours of Pay
1	4 Days	7am - 8pm	30 Hours a Week
2	5 Days or More	7am - 8pm	40 Hours a Week

Your Participation Requirements

As part of the **Tribute Secure** guaranteed salary program, you agree to:

- Accept a visit scheduled during your dedicated days of availability. This includes holidays and visits that may be less than 12 hours long.
- Accept visits that are within a 45-minute drive from your home (without traffic).
- Maintain open availability for fill-ins if you are not scheduled on your dedicated days.
- Respond to calls from us within 10 minutes and be able to start your commute to a client visit within 30 minutes of the phone call.
- Be fiscally and physically responsible for commuting to and from their visits.
- Care for the majority of Tribute clients, according to your RN/Client Solutions Manager.

If the hours you work in a week fall below the guaranteed number of hours, you'll be compensated for the full guaranteed pay amount. All paid hours count toward the weekly guaranteed hours.